Hello Colleagues,

Over the past few weeks there has been much focus on racial climate and the University has seen an increase in reports on hate and bias incidents. As members of the University Hate and Bias Incident Team, we have been actively promoting the reporting of such incidents. We’re writing to inform you all of ways you can support students who are victims of hate and bias on campus. Hate and bias incidents happen much more frequently than we may be aware of on our campus and in our community. Many incidents go unreported and oftentimes many students do not receive the support they need to overcome such incidents. It is crucial that we do everything that we can to better serve and support students who may encounter hate and bias on campus. This is a large campus and we must each address these incidents in our respective communities, schools and colleges.

To that end, we would like to provide you with several actionable items that can be done to better support our students and our community:

§ Your school/college/department can host a bystander intervention workshop on hate and bias. This workshop will provide tools for UW-Madison community members on when and how to intervene. If you would like to host a workshop, please contact Joshua Moon Johnson at Joshua.johnson@wisc.edu.

§ As mentioned previously, many incidents go unreported for a variety of reasons. We encourage students and campus community members to report incidents of hate and bias to ensure that campus can best support the victim and work to prevent future incidents. We encourage you to post a link to report on your school/college/department websites – www.students.wisc.edu/report hate.

§ We also ask that you use one of the attached icons and hyperlink it from the websites in your schools and colleges.

§ Oftentimes students do not report incidents because they are unaware of the reporting process. To increase awareness of the reporting process, we encourage you to share brochures and posters with information on how and why it is important to report. These will be distributed across campus in the next few weeks.

§ Students who are victims of hate and bias incidents may need immediate support. Please be sure to refer/provide students with appropriate resources such as mental health/counseling services through University Health Services (UHS). The Multicultural Student Center also has drop-in hours with UHS counselors as well as support and discussions groups for students of color. More information can be found at msc.wisc.edu.

§ Many students who are victims of hate and bias incidents identify with an underrepresented racial group, gender identity or sexual orientation, or religious group. We encourage you to specifically reach out to marginalized student groups to raise awareness of the bystander intervention workshop and reporting process.

We hope that you will be able to use some of this information to better serve our campus community. Thank you for your time and please do not hesitate to contact me or Joshua Moon Johnson, Chair of the Hate and Bias Incident Team, at Joshua.johnson@wisc.edu if you have any questions or concerns.

Regards,
The Hate & Bias Incident Team
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